

1. – The University of Dallas is a Catholic university, with a vocation “dedicated to research, to teaching and to the education of students who freely associate with their teachers in a common love of knowledge.” (St. John Paul II, *Ex corde ecclesiae*, 1). The University recognizes that, in the words of the Catechism of the Catholic Church, all men and women are “created in the image of the one God and equally endowed with rational souls,” having “the same nature and the same origin.” (Catechism, 1934).
 - 1.1. The equality of men and women “rests essentially on their dignity, as persons and the rights that flow from it.” (Catechism, 1935). Unfortunately, while we were “created for freedom,” we also bear “the

in fulfillment of its duties under federal and state law, including, but not limited to, Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act, and their accompanying administrative regulations.

2. – Relevant terms for implementation of this Policy are set forth in University Policy CRT – Civil Rights Policy – Relevant Terms.
3. – The President of the University has the authority to adopt policies and procedures implementing this Policy.
4. – The University will not discriminate against any Employee, applicant for employment, Student or applicant for admission on the basis of race, ethnicity, national origin, sex, pregnancy, disability, veteran status, age, or religion, or any other protected category under applicable federal, state or local law, except as otherwise permitted by law.
 - 4.1. Discriminatory behavior based on a protected category that is specifically prohibited under this Policy includes, but is not limited to, Harassment and Retaliation, as defined in University Policy CRT (Civil Rights Policy – Relevant Terms).
 - 4.2. Discriminatory behavior based on sex that is specifically prohibited under this policy includes, but is not limited to, Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Stalking and Sexual

9. – In the event of a conflict between this Policy or its Related Policies and any previously adopted University policy or Handbook, this Policy and its Related Policies shall govern. In the event of a conflict between this Policy or its Related Policies and any subsequently adopted University policy or Handbook, this Policy and its Related Policies shall govern unless this Policy or its Related Policies is explicitly amended.

9.1. – Nothing in this Policy or any related policies shall abridge academic freedom or the University's Catholic mission. The University of Dallas, being both a University and Catholic, is "both a community of scholars representing various branches of human knowledge, and an academic institution in which Catholicism is vitally present and operative." (*Ex corde ecclesiae*, 14).

9.1.1. Prohibitions against discrimination and discriminatory harassment do not extend to actions, statements or written materials that are relevant and appropriately related to course subject matter or academic debate.

9.1.2. The University preserves its authority to exercise religious freedom